

FILED
U.S. DISTRICT COURT
EASTERN DISTRICT OF TEXAS

MAY 18 2022

UNITED STATES DISTRICT COURTS
EASTERN DISTRICT OF TEXAS
DIVISION

BY
DEPUTY

Alecia N Givens

Case Number: 6:22cv188 JCB/JDL

Name of Plaintiff(s)

vs

Transition Rehab

Susan Fitzgerald-HR

Nickolas Ray - Direct Supervisor

Name of Defendant(s)

COMPLAINT UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

Note: If plaintiff is alleging employment discrimination based on race or color, please also see 42 U.S.C. 1981

1. This action is brought pursuant to Title VII of the Civil Rights Act of 1964 for employment discrimination. Jurisdiction is specifically conferred on the court by 42 U.S.C. 2000e-5. Equitable and other relief are also sought under 42 U.S.C. 2000e-5(g).

- 2.. Plaintiff, Alecia N Givens, is a citizen of the United States
(name of plaintiff)

and resides at 1518 Fm 314 S, Chandler
(street address) (city)

Henderson, Texas, 75158, (903) 681-9886
(county) (state) (zip) (telephone)

Owner and Co Owner
3.. Defendant, Debra Simms, Josh Bates, resides at, or its business is
(name of defendant)

located at 415 US Highway 37M South Suite 200 ARGYLE
(street address) (city)
Denton, TX, 76226, (940) 464-7010
(county) (state) (zip) (telephone)

4. Plaintiff sought employment from the defendant or was employed by the defendant

at 300 Cherry Street, Chandler
(street address) (city)
Henderson, TX, 75758
(county) (state) (zip)

5. Defendant discriminated against plaintiff in the manner indicated in paragraphs 9 and 10

of the complaint on or about 7-31-20
(month, day, year)

6. Plaintiff filed charges against the defendant with the Equal Employment Opportunity Commission charging defendant with the acts of discrimination indicated in paragraphs 9 and 10 of this complaint on or about 7-19-21 08-2-21
(month, day, year)

7. The Equal Employment Commission issued a Notice of Right to Sue which was received by plaintiff on 8-9-21
(month day, year)

8. Because of plaintiff's (1) ☒ race, (2) ☒ color, (3) _____ sex,

(4) _____ national origin, defendant:

a. _____ failed to employ plaintiff.

b. ☒ terminated plaintiff's employment.

c. _____ failed to promote plaintiff.

d. ☒ Other Discrimination of my race, black

African American, violation of Title VII of the civil
rights Act of 1964, The Genetic Information Non discrimination Act.
Retaliation for not violating hippa of another
 9. The circumstances under which the defendant discriminated against plaintiff were as person
 follows: medical
status.

I have attached EEOC and my
Statements at the back of this
document.

If granted a hearing due to Nikki Brewster
Nursing Home Administrator was not at facility
At time this supposedly happened I request her presence
not to be at hearing. I know she falsely
creates documentation to benefit her outcome
and she was out this whole week.

Most of the discrimination and
retaliation for not having a positive
report came from her. I had been employed
17 yrs. Admin had been there 3 yrs but was
after my job the day she started according to my
Immediate boss at the time (nicklas Ray).

10. The acts set forth in paragraph 9 of this complaint:

- a. _____ are still being committed by defendant.
- b. _____ are no longer being committed by defendant.
- c. ☒ defendant may still be committing the acts.

11. Plaintiff attaches to this complaint a copy of the charges filed with the Equal Employment Opportunity Commission which charges are submitted as a brief statement of the facts supporting this complaint. WHEREFORE, Plaintiff prays that the Court grant the following relief to the plaintiff:

- a. _____ Defendant be directed to employ plaintiff.
- b. _____ Defendant be directed to re-employ plaintiff.
- c. _____ Defendant be directed to promote plaintiff.
- d. ☒ Defendant be directed to Transition Rehab and that the

Court grant such relief as may be appropriate, including injunctive orders, damages, costs and attorney's fees.

Alecia Duenas

(Signature of Plaintiff)